

The Mississippi Department of Employment Security appreciates the interest you have shown in the Request for Proposal for the Voluntary Benefits and Insurance Provider (RFP 16-05). In response to questions received by vendors concerning RFP 16-05, we submit the following consolidated questions and answers.

1. In order to quote the dental and vision as outlined in the RFP, we would need a current benefit summary of each plan, the group makeup and utilization.
  - A. An addendum containing relevant agency demographics and participant information will be posted on the website at URL <http://www.mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/rfps,-rfqs-bid-notices/>
2. Although the start of the contract is 9/1/16, will the effective date of coverage for insurances and flexible spending be 1/1/2017?
  - A. Yes
3. Please provide a census of all employees which includes: Sex, Date of Birth, Date of Hire, Zip Code, Job Title and Salary
  - A. An addendum containing relevant agency demographics and participant information will be posted on the website at URL <http://www.mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/rfps,-rfqs-bid-notices/>
4. Please provide current outline of benefits and monthly premiums for Dental and Vision plans. Provide claims vs premiums experience (minimum one year) and current enrollment by tier (e.g. Employee only, Employee + Spouse, etc.)
  - A. MDES is not privy to that information.
5. Current Insurance Carrier and number of employees participating in: STD, LTD, Voluntary Term Life, Critical Care/Illness, Hospital, Accident/Sickness, Medical Flexible Spending, Dependent Care Flexible Spending
  - A. An addendum containing relevant agency demographics and participant information will be posted on the website at URL <http://www.mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/rfps,-rfqs-bid-notices/>
6. When we are presenting, is the committee wanting to decide each of the insurance products or are you just trying to select the plan provider? In other words, can the insurance products be determined later or should they be presented at the meeting?
  - A. Insurance products should be determined at the time of proposal submission.

7. Would a census of your employees be available? It ideally be (sic) in excel format and include gender, date of birth, home zip, salary (for the disability) and job title.
  - A. An addendum containing relevant agency demographics and participant information will be posted on the website at URL <http://www.mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/rfps.-rfqs-bid-notices/>
8. If you currently have dental and vision would you want the same benefits?
  - A. MDES is seeking the best products/benefits offered by the prospective Contractor.
9. What are the anticipated enrollment dates and the locations along with number of employees at (sic) location that will need to be visited?
  - A. Open enrollment will begin October 1, 2016. MDES has employees at the state headquarters facility in Jackson, as well as forty-two (42) WIN Job Centers located throughout the state.
10. Copies of Invoices for participation in LTD and STD as well as in the Voluntary Term Life along with plan designs for policies currently in place
  - A. An addendum containing relevant agency demographics and participant information will be posted on the website at URL <http://www.mdes.ms.gov/information-center/about-mdes/mississippi-employment-security-law-mdes-regulations/rfps.-rfqs-bid-notices/>.
11. As to your online enrollment system, are you looking for a system that will be used “only during open enrollment and for new hires” or do you want a more robust system that will be used year round to manage your employee benefits?
  - A. A system to be used year round is the objective.
12. Will you need assistance with ACA reporting and filing?
  - A. MDES must adhere to all requirements set forth by the Affordable Care Act. The prospective Contractor will be expected to provide necessary assistance to ensure the agency is in full compliance.
13. Are there any services that you are looking for that are not be (sic) provided by your current EB carrier?
  - A. No; however, MDES is seeking the best products/benefits offered by the prospective Contractor.